IT HR Classification and Selection Project – Classification Consolidation

DRAFT

Current Rank-and-File Classification Structure

13 Analytical Specialist Classes

		SSS III
Sr. Prog. Analyst	Sr. ISA	SSS II
Staff Prog. Analyst	Staff ISA	SSS I
Assoc. Prog. Analyst	Assoc. ISA	Assoc. SSS
Prog. II / Prog. I	Asst. ISA	

6 - Technician Classes

IST Spec. II	CO Spec. II
IST Spec. I	CO Spec. I
IST	CO

Proposed Rank-and-File Classification Structure

4 Consolidated Analytical/Specialist Classes

- IT Specialist III-Range B
- IT Specialist III-Range A
- IT Specialist II
- IT Specialist I
- Assistant IT Specialist Range A - C

2 - IT Technician Classes

- IT Technician II Range A/B
- IT Technician I Range A - C

Functional Areas

1.	Client Server Application Development
2.	Legacy Application Development
3.	Web Application Development
4.	Customer Technical Support
5.	Database Administration
6.	Data Administration
7.	Server and Systems Support
8.	Information Systems Security Administration
9.	Information Technology Business Consultant
10.	Information Technology Project Management
11.	IT Technical Document Writer
12.	Network Administration
13.	Website Administration and Development
14.	Telecommunications

1	Client Server Application Development
2	Legacy Application Development
3	Web Application Development
4	Customer Technical Support
6	Data Administration
9	Information Technology Business Consultant
11	IT Technical Document Writer
12	Network Administration
13	Website Administration and Development

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Current Supervisor/Manager Classification Structure

17 IT Supervisor/Manager Classes

DPM IV			
DPM III			SSS III (Sup)
DPM II	Sr. PA (Sup)	Sr. ISA (Sup)	SSS II (Sup)
DPM I	Staff PA (Sup)	Staff ISA (Sup)	SSS I (Sup)
	Assoc PA (Sup)	Assoc. ISA (Sup)	
IST Sup II	CO Sup. II		
IST Sup I	CO Sup I		

Proposed Supervisor/Manager Classification Structure

6 Consolidated IT Supervisor/Manager Classes

- IT Information Officer (Executive Unit)
- IT Manager (1st Manager)
- IT Supervisor IV (2nd Level)
- IT Supervisor III (1st Level)
- IT Supervisor II (Technical Support)
- IT Supervisor I (Technical Supervisor)

Skills-based Selection Functional Areas

CORE

- Executive Level
- Management
- 2nd Level Supervisor
- 1st Level Supervisor

AND

FUNCTIONAL AREAS

1. Client Server Application Development
2. Legacy Application Development
3. Web Application Development
4. Customer Technical Support
5. Database Administration
6. Data Administration
7. Server and Systems Support
8. Information Systems Security Administration
9. Information Technology Business Consultant
10. Information Technology Project Management
11. IT Technical Document Writer
12. Network Administration
13. Website Administration and Development
14. Telecommunications

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